

RESOLUTION NO. 4274

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF  
THE CITY OF WESTMINSTER PROVIDING FOR A  
COMPENSATION PLAN FOR THE MANAGEMENT /  
ADMINISTRATIVE / CONFIDENTIAL EMPLOYEES OF THE  
CITY OF WESTMINSTER

The Mayor and City Council of the City of Westminster do hereby resolve  
as follows:

SECTION 1. ALLOCATION TO SALARY RANGE. The following positions are  
allocated monthly salary ranges as follows:

<u>POSITIONS</u>	<u>SALARY RANGE</u>
Accounting Manager	\$6,676 - \$8,521
Administrative Analyst	\$4,662 - \$5,950
Administrative Assistant	\$4,695 - \$5,993
Administrative Assistant II	\$4,067 - \$5,189
Administrative Assistant II/City Council	\$4,067 - \$5,189
Assistant City Clerk	\$4,649 - \$5,933
Assistant City Engineer	\$7,722 - \$9,855
Assistant Community Services Director	\$6,626 - \$8,457
Assistant Planner	\$4,808 - \$6,135
Assistant to the City Manager	\$6,930 - \$8,845
Associate Civil Engineer	\$6,391 - \$8,157
Associate Planner	\$5,521 - \$7,047
Building Official	\$8,130 - \$10,376
City Cable TV Production Supervisor	\$5,536 - \$7,065
City Clerk	\$7,989 - \$10,194
City Housing Coordinator	\$6,930 - \$8,845
City Housing Supervisor	\$6,143 - \$7,840
Civil Engineering Assistant	\$5,287 - \$6,747
Civil Engineering Associate	\$6,391 - \$8,157
Civil Engineering Principal	\$7,030 - \$8,972
Code Enforcement Manager	\$6,837 - \$8,727
Community Development Director	\$9,626 - \$12,285
Community Services Coordinator	\$4,067 - \$5,189
Community Services Director	\$9,140 - \$11,665
Community Services Supervisor	\$4,640 - \$5,923
Director of Human Resources & Risk Management	\$9,551 - \$12,190
Director of Public Works/City Engineer	\$10,565 - \$13,484
Economic Development Manager	\$6,943 - \$8,862
Economic Development Specialist	\$4,662 - \$5,950
Executive Assistant/City Manager's Office	\$4,676 - \$5,969

Family Resource Center Supervisor	\$4,640 - \$5,923
Finance Director/City Treasurer	\$10,467 - \$13,358
Financial Services Manager	\$6,957 - \$8,880
Gang/Drug Prevention Worker	\$4,178 - \$5,332
Garage Superintendent	\$6,278 - \$8,013
Housing Specialist	\$5,165 - \$6,592
Human Resources Assistant	\$4,067 - \$5,189
Information Services Manager	\$7,964 - \$10,164
Information Systems Specialist	\$4,220 - \$5,387
Maintenance Superintendent	\$6,278 - \$8,013
Management Analyst	\$4,676 - \$5,969
Personnel Analyst	\$4,725 - \$6,029
Plan Check Engineer	\$6,391 - \$8,157
Plan Checker	\$5,512 - \$7,035
Planning Manager	\$8,130 - \$10,376
Planning Technician	\$4,067 - \$5,189
Police Captain	\$10,397 - \$13,270
Police Chief	\$12,009 - \$15,326
Programmer Analyst	\$5,425 - \$6,924
Public Works Manager/Maintenance Operations	\$8,062 - \$10,289
Public Works Manager/Water	\$7,318 - \$9,340
Purchasing Officer	\$6,363 - \$8,121
Rehabilitation Specialist	\$4,067 - \$5,189
Research Analyst	\$6,260 - \$7,989
Senior Administrative Assistant	\$4,471 - \$5,707
Senior Analyst (Human Resources/Risk Management)	\$5,376 - \$6,861
Senior Center Supervisor	\$4,640 - \$5,923
Senior Planner	\$6,636 - \$8,469
Senior Programmer Analyst	\$6,210 - \$7,925
Senior Staff Accountant	\$5,328 - \$6,800
Staff Accountant	\$4,433 - \$5,658
Systems Administrator	\$6,210 - \$7,925
Water Superintendent	\$6,278 - \$8,013

The revised Salary Schedule for the salary ranges listed above is attached hereto as Exhibit "A" and by reference made a part hereof.

#### Application:

Employees will receive a performance evaluation annually on the anniversary date of their hire or promotion to their current position. All other policies as stated in the Personnel Policy Manual, Article XIV, shall apply.

Employees whose current salary exceed the maximum established for the position, shall be "Y" rated until such time the salary range exceeds their salary.

The salary range for each position shall be adjusted annually by the percent change in the Consumer Price Index (CPI) for All Urban Consumers, for the Los Angeles-Riverside-Orange County Area, November to November. The CPI-based adjustment shall be implemented beginning the first full pay period in January. For January 2010 only, the salary adjustment shall be set at 2.50%.

SECTION 2. OVERTIME/ADMINISTRATIVE TIME-OFF. Employees defined as "exempt" under Fair Labor Standards Act shall not be eligible for overtime pay, but shall be eligible for administrative time off in lieu of overtime pay. Such time off shall be at the convenience of the City and must be approved in advance by the City Manager or his/her designee. Employees defined as "non-exempt" under Fair Labor Standards Act shall be eligible for overtime pay at the rate of time and one-half for all hours actually worked in excess of forty (40) in one week, or shall be eligible for compensatory time off. Such time off shall be at the convenience of the City and must be approved by the City Manager or his/her designee. Accumulated administrative time shall not be eligible for cash payment.

Exempt employees in the following Executive classifications shall not receive administrative time off in lieu of overtime pay, but shall receive Executive Leave in the amount of 80 hours per calendar year:

- Assistant to the City Manager
- City Clerk
- Community Development Director
- Director of Community Services
- Director of Human Resources & Risk Management
- Director of Public Works/City Engineer
- Finance Director/City Treasurer
- Police Chief

Unused Executive Leave shall not be carried over beyond the calendar year in which it is earned and shall be forfeited. Use of Executive Leave shall be at the convenience of the City and is subject to approval by the City Manager. Executive Leave may not be cashed out upon termination.

SECTION 3. MILEAGE. Employees required or permitted to use private automobiles in the discharge of their duties shall be paid mileage allowance.

SECTION 4. DEMOTION. Demotion of Management/Administrative/Confidential employees for other than disciplinary reasons shall not result in a reduction in pay; and if continued payments exceed the appropriate salary schedule, the employee shall be shown on the personnel and payroll records as a "Y" rated employee, with the salary held at the "Y" rate.

SECTION 5. EDUCATIONAL ACHIEVEMENT. No employee in the Management/Administrative/Confidential series shall be eligible for any additional compensation for educational or professional achievements.

SECTION 6. CONTINUOUS MERITORIOUS SERVICE. As an incentive for outstanding, continuous meritorious service, employees who maintain evaluations of satisfactory or better shall be entitled to special merit pay equivalent to:

21 years	2.00%
22 years	2.00%
23 years	2.00%
24 years	2.00%
25 years	2.00%

Employees transitioning into the Administrative/Confidential employee group from any of the represented employee organizations within the City of Westminster shall retain all earned Continuous Meritorious Service (CMS) pay and continue to accrue any remaining CMS pay under the terms of the Memorandum of Understanding or Resolution such employee left, not to exceed a maximum of 10%. In the event the employee's former employee organization negotiates a change in CMS pay, the employee shall retain the earned CMS pay or receive such compensation under the terms of this resolution whichever is greater.

SECTION 7. VACATION ALLOWANCE. Vacation allowance shall be earned based on the following schedule:

Years of Service	Vacation Allowance
0 to 1	120 hours
1 to 2	128 hours
2 to 3	136 hours
3 to 4	144 hours
4 to 5	152 hours
5 to 20	160 hours
20 to 21	168 hours
21 to 22	176 hours
22 to 23	184 hours
23 to 24	192 hours
24 or more	200 hours

Vacation shall be scheduled within the department so as not to interfere with departmental operations, and must have the prior approval of the City Manager or his/her designee.

All vacation hours in excess of 240 hours shall be paid in cash on the second pay day of November. Cash out hours will be calculated based upon vacation hours used/accumulated by the end of the first pay day in November.

SECTION 8. SICK LEAVE. Employees shall be credited with sick leave at the rate of eight (8) hours per month and may not be taken off until earned.

Accumulated sick time shall be disposed of in any of the following ways at the discretion of the employee. The employee must declare in advance his/her intended form of disposition to the City. This declaration shall be made in July of each year for the current year only. The forms of disposition shall be:

1. CASH OUT. The employee may elect to cash all remaining sick leave earned during the previous twelve (12) months at the rate of fifty percent (50%) of the total value.
2. ROLL-OVER. The employee may elect to roll-over the full balance of time for future use as sick time. Subsequent cash outs will be limited only to that amount accumulated during the previous twelve (12) month period. Upon retirement, all accumulated sick time, not disposed of will be credited towards PERS retirement credit on an hour for hour basis. If the employee fails to file a declaration as to the disposition of sick leave, accumulated sick leave will automatically be place in his/her roll-over account. Declarations must be received by the Personnel Director no later than July 1 of each year.
3. RETIREMENT. Employees who make application for and retire from City service shall receive cash payment for up to 240 hours sick leave to be paid at the rate in effect at the time of such retirement.

In the event of death of the employee, the designated beneficiary on file in the Personnel Office shall be paid in cash for sick leave at the rate of fifty percent (50%) of cash value.

Employees whose employment is terminated due to layoff shall be paid in cash for all accumulated sick leave on the books at the time of layoff, at full cash value.

SECTION 9. RETIREMENT. The City shall pick up a percentage of the employee contribution for classifications listed in Section 1 as set forth below:

PERS Safety Positions	9%
PERS Miscellaneous Positions	7%

Membership. Employees shall be members of the Public Employees' Retirement System and shall be eligible for retirement benefits based upon the two percent at 55 formula, using the average monthly salary earned during the highest twelve (12) consecutive months of employment (final compensation). Safety employees are eligible for retirement benefits based upon the three percent at 50 formula, using the average monthly salary earned during the highest twelve (12) consecutive months of

employment (final compensation). Effective January 5, 2005, PERS Miscellaneous members shall be subject to the 2.5% at age 55 formula.

Payment by City of Employee's Retirement Contribution. The City shall pay no more than seven percent (7%) employee contribution toward Public Employees' Retirement System retirement for PERS Miscellaneous members. Effective January 5, 2008, as a result of the change to the 2.5% at age 55 formula, the employee contribution changes to 8%; the employees will begin paying 3.513% of the employee contribution. The City will allow these contributions to be treated as "pick up" in accordance with Section 414(h)2 of the Internal Revenue Service and applicable Government Code sections. These "pick up" contributions will be treated as deferred income to the employee for federal and state tax purposes to the extent permissible by law.

Coverage will also include:

Disability Retirement: An employee becoming disabled to the extent that he/she is incapable of performing his/her duties shall be eligible for disability retirement provided he/she has at least five (5) years of service. The monthly retirement allowance is 1.80 % of final compensation for each year of service, with a minimum guarantee of one-third of final compensation for most employees who have rendered at least ten (10) years of service. The disability retirement allowance shall under no circumstances exceed the service retirement allowance payable upon retirement for service at age 55 if employment could be continued to that age.

Death Before Retirement:

Basic Death Benefit: The benefit is a refund of the member's accumulated contributions to the retirement fund plus six (6) months salary provided he/she has been a member of the Retirement System for six (6) years or more. For those who die before completing six (6) years of membership, the benefit is one (1) month's salary for each year of membership plus refund of contributions and interest. The salary referred to is that earned during the year preceding death. Prior service does not count toward this benefit.

1959 Survivor Benefit: A monthly allowance shall be paid to certain survivors of a member who dies before retirement. Benefits will be provided at Level IV, after approval by the Public Employees Retirement System (PERS).

Death After Retirement: The death benefit is \$500 if death occurs after retirement. This amount will be in addition to any payments which might be made under an optional retirement benefit chosen by the member at his retirement.

Termination of Employment: Upon termination of employment, an employee with five or more years of service may either leave his/her contributions with the retirement system and receive, upon attaining retirement age, the retirement benefit he/she has

earned, or he/she may withdraw his/her contributions (plus interest), thus terminating his/her membership in the System and receiving no retirement benefits. Except, (1) a member with less than five (5) years of service shall not have the privilege of leaving his/her contributions with the System, but shall automatically have his/her contributions, plus interest, refunded upon termination of employment; and (2) a member who is transferring to employment with another agency which is covered under the System shall not have the right of withdrawing his/her accumulated contributions, but the contributions will be transferred with the member.

SECTION 10. HEALTH BENEFIT PROGRAM. The City shall maintain a comprehensive health benefit program consisting of the following programs:

1. Comprehensive family health medical coverage
2. Dental care
3. Vision care
4. Life insurance

The City's Health Benefit Program may be increased in scope at any time. However, the benefit program may not be decreased without providing an equivalent program.

City contribution to the Program shall be:

A. Medical coverage:

- |    |                    |                    |
|----|--------------------|--------------------|
| 1. | calendar year 2007 | \$936.60 per month |
| 2. | calendar year 2008 | \$936.60 per month |

B. In addition to health care coverage, the City shall contribute \$50.00 per month for use on any remaining health care benefits (dental, life, vision, AFLAC or PERS Long Term Care).

C. Life insurance coverage, if selected by the employee, shall provide for \$35,000 death benefit and \$35,000 accidental death or dismemberment rider. Dependent life insurance coverage shall provide for \$1,500 death benefit and \$1,500 accidental death or dismemberment rider.

D. The City shall make every reasonable effort to participate in and provide an IRS Section 125 cafeteria plan and shall include if possible all options provided by law.

E. Effective January 1, 2008, the City will implement a full flex cafeteria plan. Employees participating in the City's full flex cafeteria plan shall receive a flex dollar allowance to purchase group health coverage under the plan. The flex dollar allowance for the term of this agreement shall be as follows (combining the \$936.60 and the supplemental amounts specified in subsection (b) above):

Calendar year 2008

\$986.60 per month

A portion of the flex dollar allowance is identified as the City's mandatory contribution towards CalPERS Health under the Public Employees' Medical and Hospital Care Act (PEMHCA), hereinafter referred to as the "PEMHCA minimum contribution". The PEMHCA minimum contribution for calendar year 2008 is \$97.00 per month. Commencing January 1, 2009, the PEMHCA minimum contribution shall be adjusted annually by an amount to be determined by CalPERS. Remaining flex dollars shall be used by employees to participate in the City's health benefits plans.

Unused flex dollar allowances, after the employee has elected the coverage under the Cafeteria plan they desire, can be taken by the employee as cash (taxable income); or deposited into the following tax deferred options: 1) employee's Health Care spending account (Sec. 125 plan), 2) Dependent Care Spending account, 3) 457 Deferred Compensation plan; or used to purchase voluntary products. Employees who do not use the full monthly maximum benefit amount shall be paid the unused amount on the first payday of the month.

F. Effective January 1, 2008, the City shall provide vision coverage under the VSP insurance plan.

G. Long Term Disability Plan. Effective January 1, 2008, the City shall provide Long Term Disability Insurance benefits for all employees covered by this agreement. The benefit shall equal 66.67% of the employee's basic earnings, reduced by any deductible benefits received from other sources. No benefits shall be payable for the first 90 calendar days of each period of disability. After LTD benefits commence, the employee may use any remaining paid leave to supplement such benefits during the term of disability leave. The amount of supplementation, in conjunction with the LTD benefit payment, shall not exceed the employee's normal payroll for the period. All remaining sick leave must be used before vacation or other accumulated leave can be used for this purpose.

#### SECTION 11. CONTINUATION OF MEDICAL, DENTAL, LIFE AND VISION INSURANCE UPON RETIREMENT.

A. Eligibility for City contribution to the retiree Health Benefits Program for employees hired on or after August 10, 2005 shall be based on the following schedule:

1. Employees retiring from the City with less than 5 consecutive years of service with the City of Westminster shall be eligible for a City contribution to the Retiree Health Plan equal to the PEMHCA minimum contribution to CalPERS Health (e.g., \$97.00 effective January 2008).

2. Employees retiring from the City with more than 5 years of consecutive service through 10 years of consecutive service with the City of



Westminster shall be eligible for 25% of the City contribution to medical coverage only for active employees (e.g.,  $\$936.60 \times 25\% = \$234.15$  effective January 2008).

3. Employees retiring from the City with more than 10 years of consecutive service through 15 years of consecutive service with the City of Westminster shall be eligible for 50% of the City contribution medical coverage only for active employees (e.g.,  $\$936.60 \times 50\% = \$468.30$  effective January 2008).

4. Employees retiring from the City with more than 15 years of consecutive service with the City of Westminster shall be eligible for 100% of the City contribution to medical coverage only for active employees (e.g.,  $\$936.60$  effective January 2008).

B. Represented employees hired prior to August 10, 2005, who retire from City service, shall be eligible after retirement for continuation of medical insurance at the same level as active employees in accordance with Section 10 under this agreement, vision coverage, life insurance to \$35,000 (dependent upon age) with a City contribution to the premium not to exceed \$19.10 per month and a contribution to dental insurance benefits not to exceed \$20.00 per month.

In order to implement the tiered benefit contained in this section, effective January 1, 2008 the City's contribution towards CalPERS Health coverage shall be the minimum required contribution established by CalPERS under the Public Employees' Medical and Hospital Care Act (PEMHCA), hereinafter referred to as the "PEMHCA minimum contribution". The PEMHCA minimum contribution for calendar year 2008 is \$97.00 per month. Commencing January 1, 2009, the PEMHCA minimum contribution shall be adjusted annually by an amount to be determined by CalPERS.

California Government Code Section 22892 (b) (1) requires the City to pay an equal amount towards the cost of medical coverage under PEMHCA for both active and retirees. Retirees shall have additional medical premiums deducted from their retirement check. The City will inform the retirees of these changes prior to January 2008 as well as methods for reimbursement available.

**SECTION 12. TUITION REIMBURSEMENT:** Full time employees who have successfully completed their probationary period may be eligible for tuition reimbursement for course work taken from any college, university, or accredited institution which increases the employees' value to the City. To be eligible, the employee must receive a grade "C" or higher, and upon completion must verify the grade received. Courses must be approved in advance by the department head and the City Manager on the appropriate form. In the event the employee resigns or is removed from City service within one year following completion of the approved courses for which the City funds have been expended, the amount of tuition reimbursement paid by the City will be repaid to the City by means of a payroll deduction from the employee's last paycheck.

Reimbursement is limited to fifty percent (50%) of tuition cost, with a fiscal year limit to \$500.00 maximum per fiscal year.

SECTION 13. HOLIDAY CREDIT. In addition to their regular compensation, employees shall be eligible for eight (8) holidays, which will be credited as earned, and which may be taken either on such holiday or any other time, but only at the convenience of the City. Any unused days shall be paid off at straight time rate on the first payday in December each year.

The legal holidays of the City are:

January 1  
President's Day  
Memorial Day  
July 4  
Labor Day  
Fourth Thursday of November  
The Friday following the Fourth Thursday  
Of November  
December 25  
Every day appointed by the President or  
Governor for public fast, thanksgiving,  
or holiday and so proclaimed by the  
Mayor.  
Two (2) Floating Holidays, to be taken at the  
convenience of the City, after sixty (60)  
days continuous employment.  
Such Floating Holidays are not eligible  
for cash payment upon termination or  
retirement and must be taken within the  
calendar year.

SECTION 14. UNIFORMS. Employees required to wear a distinctive uniform will be furnished such uniform or will receive a uniform allowance.

SECTION 15. JOB-CONNECTED ILLNESS OR INJURY. Non-sworn employees shall be entitled to a temporary disability at a maximum of six (6) months paid leave for job connected illness or injury, unless disability becomes permanent and stationary prior to expiration of six (6) months, such time not to be charged against sick leave or vacation. Such leave is to be determined by one of the doctors from the panel established by the Personnel Department. If disability exceeds six months, employee may elect to receive only workers' compensation benefits, or have sick leave or vacation charged for the difference between workers' compensation and his/her regular salary and receive a full paycheck, not to exceed the maximum disability period allowed under Workers' Compensation law.

SECTION 16. FURLOUGH. City offices will be closed between Christmas and New Year. Employees will be allowed to use banked time (floating holiday, sick leave or vacation) to cover time employees are off. Employees may choose time off without pay.

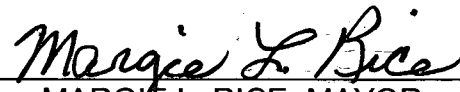
SECTION 17. BEREAVEMENT LEAVE . In the event of death in the immediate family (spouse, child, foster or stepchild, parent, grandparent, great grandparent, grandchild, sibling, aunt, uncle, niece, nephew or such relative of spouse) requiring travel within a 500 mile radius of Westminster, the employee shall be granted necessary time off up to twenty-four (24) hours with pay, not to be charged against the employee's sick account, to attend the funeral or memorial services, or to assist with related family matters. If it is necessary for an employee to travel outside the immediate area due to a death in the immediate family, upon approval of the Director of Personnel and Risk Management, leave may be extended to forty (40) hours to attend the funeral or memorial services or to attend to related family matters. Immediate area is defined to be a 500-mile radius of Westminster.

SECTION 18. ALL RESOLUTIONS IN CONFLICT, ETC. All resolutions of the City of Westminster in conflict herewith are hereby repealed.

SECTION 19. EFFECTIVE DATE. This resolution shall be effective beginning January 2, 2010.

PASSED, APPROVED AND ADOPTED this 16<sup>th</sup> day of December 2009, by the following vote:

AYES:	COUNCIL MEMBERS: RICE, FRY, QUACH, TA, DIEP
NOES:	COUNCIL MEMBERS: NONE
ABSENT:	COUNCIL MEMBERS: NONE

  
MARGIE L. RICE, MAYOR

ATTEST:

  
for ROBIN ROBERTS, CITY CLERK

STATE OF CALIFORNIA )  
COUNTY OF ORANGE ) ss  
CITY OF WESTMINSTER )

I, Robin Roberts, hereby certify that I am the duly appointed City Clerk of the City of Westminster, and that the foregoing resolution was duly adopted at an adjourned regular meeting of the City Council of the City of Westminster held on the 16<sup>th</sup> day of December 2009.

*for* Amanda Jensen  
Robin Roberts  
City Clerk

RESOLUTION NO. 4274 - EXHIBIT "A"

CITY OF WESTMINSTER  
ADMINISTRATIVE / MANAGEMENT/ CONFIDENTIAL SALARY SCHEDULE  
EFFECTIVE JANUARY 2, 2010

GRADE	CLASSIFICATION	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
A90	Accounting Manager	\$6,676	\$7,010	\$7,361	\$7,729	\$8,115	\$8,521
A28	Administrative Analyst	\$4,662	\$4,895	\$5,140	\$5,397	\$5,667	\$5,950
A43	Administrative Assistant	\$4,695	\$4,930	\$5,177	\$5,436	\$5,708	\$5,993
A43B	Administrative Assistant II	\$4,067	\$4,270	\$4,483	\$4,707	\$4,942	\$5,189
A27K	Administrative Assistant II/City Council	\$4,067	\$4,270	\$4,483	\$4,707	\$4,942	\$5,189
A30	Assistant City Clerk	\$4,649	\$4,881	\$5,125	\$5,381	\$5,650	\$5,933
A56B	Assistant City Engineer	\$7,722	\$8,108	\$8,513	\$8,939	\$9,386	\$9,855
A84	Assistant Community Services Director	\$6,626	\$6,957	\$7,305	\$7,670	\$8,054	\$8,457
A33	Assistant Planner	\$4,808	\$5,048	\$5,300	\$5,565	\$5,843	\$6,135
A85	Assistant to the City Manager	\$6,930	\$7,277	\$7,641	\$8,023	\$8,424	\$8,845
A56A	Associate Civil Engineer	\$6,391	\$6,711	\$7,047	\$7,399	\$7,769	\$8,157
A51	Associate Planner	\$5,521	\$5,797	\$6,087	\$6,391	\$6,711	\$7,047
A83	Building Official	\$8,130	\$8,536	\$8,963	\$9,411	\$9,882	\$10,376
A25	City Cable TV Production Supervisor	\$5,536	\$5,813	\$6,104	\$6,409	\$6,729	\$7,065
A86	City Clerk	\$7,989	\$8,388	\$8,807	\$9,247	\$9,709	\$10,194
A39A	City Housing Coordinator	\$6,930	\$7,277	\$7,641	\$8,023	\$8,424	\$8,845
A39	City Housing Supervisor	\$6,143	\$6,450	\$6,772	\$7,111	\$7,467	\$7,840
A37	Civil Engineering Assistant	\$5,287	\$5,551	\$5,829	\$6,120	\$6,426	\$6,747
A56	Civil Engineering Associate	\$6,391	\$6,711	\$7,047	\$7,399	\$7,769	\$8,157
A37A	Civil Engineering Principal	\$7,030	\$7,381	\$7,750	\$8,138	\$8,545	\$8,972
A59	Code Enforcement Manager	\$6,837	\$7,179	\$7,538	\$7,915	\$8,311	\$8,727
A50	Community Development Director	\$9,626	\$10,107	\$10,612	\$11,143	\$11,700	\$12,285
A27	Community Services Coordinator	\$4,067	\$4,270	\$4,483	\$4,707	\$4,942	\$5,189
A89	Community Services Director	\$9,140	\$9,597	\$10,077	\$10,581	\$11,110	\$11,665
A36	Community Services Supervisor	\$4,640	\$4,872	\$5,116	\$5,372	\$5,641	\$5,923
A81	Director of Human Resources & Risk Management	\$9,551	\$10,029	\$10,530	\$11,057	\$11,610	\$12,190
A94	Director of Public Works/City Engineer	\$10,565	\$11,093	\$11,648	\$12,230	\$12,842	\$13,484
A55	Economic Development Manager	\$6,943	\$7,290	\$7,655	\$8,038	\$8,440	\$8,862
A35A	Economic Development Specialist	\$4,662	\$4,895	\$5,140	\$5,397	\$5,667	\$5,950
A35B	Executive Assistant/City Manager's Office	\$4,676	\$4,910	\$5,156	\$5,414	\$5,685	\$5,969
A09	Family Resource Center Supervisor	\$4,640	\$4,872	\$5,116	\$5,372	\$5,641	\$5,923
A88	Finance Director/City Treasurer	\$10,467	\$10,990	\$11,539	\$12,116	\$12,722	\$13,358
A87	Financial Services Manager	\$6,957	\$7,305	\$7,670	\$8,054	\$8,457	\$8,880
A32	Gang/Drug Prevention Worker	\$4,178	\$4,387	\$4,606	\$4,836	\$5,078	\$5,332
A40	Garage Superintendent	\$6,278	\$6,592	\$6,922	\$7,268	\$7,631	\$8,013
A12A	Housing Specialist	\$5,165	\$5,423	\$5,694	\$5,979	\$6,278	\$6,592
A23A	Human Resources Assistant	\$4,067	\$4,270	\$4,483	\$4,707	\$4,942	\$5,189
A34	Information Services Manager	\$7,964	\$8,362	\$8,780	\$9,219	\$9,680	\$10,164
A44	Information Systems Specialist	\$4,220	\$4,431	\$4,653	\$4,886	\$5,130	\$5,387
A42	Maintenance Superintendent	\$6,278	\$6,592	\$6,922	\$7,268	\$7,631	\$8,013
A35C	Management Analyst	\$4,676	\$4,910	\$5,156	\$5,414	\$5,685	\$5,969
A26	Personnel Analyst	\$4,725	\$4,961	\$5,209	\$5,469	\$5,742	\$6,029
A58	Plan Check Engineer	\$6,391	\$6,711	\$7,047	\$7,399	\$7,769	\$8,157
A49	Plan Checker	\$5,512	\$5,788	\$6,077	\$6,381	\$6,700	\$7,035
A47A	Planning Manager	\$8,130	\$8,536	\$8,963	\$9,411	\$9,882	\$10,376
A29	Planning Technician	\$4,067	\$4,270	\$4,483	\$4,707	\$4,942	\$5,189
A92	Police Captain	\$10,397	\$10,917	\$11,463	\$12,036	\$12,638	\$13,270
A97	Police Chief	\$12,009	\$12,609	\$13,239	\$13,901	\$14,596	\$15,326
A46	Programmer Analyst	\$5,425	\$5,696	\$5,981	\$6,280	\$6,594	\$6,924
A38	Public Works Manager/Maintenance Operations	\$8,062	\$8,465	\$8,888	\$9,332	\$9,799	\$10,289
A48	Public Works Manager/Water	\$7,318	\$7,684	\$8,068	\$8,471	\$8,895	\$9,340
A54	Purchasing Officer	\$6,363	\$6,681	\$7,015	\$7,366	\$7,734	\$8,121
A27B	Rehabilitation Specialist	\$4,067	\$4,270	\$4,483	\$4,707	\$4,942	\$5,189
A53	Research Analyst	\$6,260	\$6,573	\$6,902	\$7,247	\$7,609	\$7,989
A43D	Senior Administrative Assistant	\$4,471	\$4,695	\$4,930	\$5,176	\$5,435	\$5,707
A26A	Senior Analyst (Human Resources/Risk Management)	\$5,376	\$5,645	\$5,927	\$6,223	\$6,534	\$6,861
A36B	Senior Center Supervisor	\$4,640	\$4,872	\$5,116	\$5,372	\$5,641	\$5,923
A51A	Senior Planner	\$6,636	\$6,968	\$7,316	\$7,682	\$8,066	\$8,469
A52	Senior Programmer Analyst	\$6,210	\$6,521	\$6,847	\$7,189	\$7,548	\$7,925
A31	Senior Staff Accountant	\$5,328	\$5,594	\$5,874	\$6,168	\$6,476	\$6,800

RESOLUTION NO. 4274 - EXHIBIT "A"

CITY OF WESTMINSTER  
ADMINISTRATIVE / MANAGEMENT/ CONFIDENTIAL SALARY SCHEDULE  
EFFECTIVE JANUARY 2, 2010

<u>GRADE</u>	<u>CLASSIFICATION</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
A27I	Staff Accountant	\$4,433	\$4,655	\$4,888	\$5,132	\$5,389	\$5,658
A52A	Systems Administrator	\$6,210	\$6,521	\$6,847	\$7,189	\$7,548	\$7,925
A41	Water Superintendent	\$6,278	\$6,592	\$6,922	\$7,268	\$7,631	\$8,013